



Harun (left) during the Vice Chancellor Address ceremony at UMS yesterday.

UMS implements 'Exit Policy'

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By Jenne Lajjun

KOTA KINABALU: The implementation of the Exit Policy is testimony to the commitment of Universiti Malaysia Sabah (UMS) towards the creation of a highly prestigious civil service.

UMS Vice Chancellor Professor Datuk Dr Mohd Harun Abdullah said the policy was enforced this year for the Annual Performance Assessment Report for 2016.

He said that the policy was to ensure the civil service at UMS was not affected by the poor performance of its staff.

He explained that the Exit Policy was to end the service and for the retirement of low performing staff at the university.

Nevertheless, the group is still able to enjoy benefits in a normal retirement such as monthly pension, gratuity, cash grant in lieu of leave, medical facilities and pensioners card, he said.

The implementation of the policy is managed by the human

resource and psychology officer systematically and uniformly based on the service circular 7 2015.

"For those who opted for the Employees Provident Fund (EPF), they will receive their EPF contribution and dividend as well as other benefits except the gratuity," he said.

Speaking at the Vice Chancellor Address ceremony held at Dewan Kuliah Pusat 2 UMS yesterday, Harun said that low performing staff were classified as those with 60 per cent marks and under and had also failed to achieve the fixed Key Performance Index.

He added the assessment involved all levels of employees including those at higher management levels.

And to ensure the policy was implemented in a transparent manner, a Psychology Intervention Panel (Pips) was established, he said.

Harun also said that starting from the 2017/2018 session, UMS

would implement the integrated cumulative grade point average (iCGPA).

Two faculties will be involved in the implementation as pioneers. They include the Engineering Faculty and the Business, Economic and Accounting Faculty.

He also said that UMS would also offer the Bachelor in Islamic Policy with Honours during the next intake.

He said that 20 students would be offered to take the new programme.

Two other undergraduate programmes that were approved by the Ministry of Higher Learning are the Bachelor in Early Childhood Education and Bachelor in Oil and Gas Engineering.

"UMS will also continue with its B40 programme which was implemented since the 2013/2014 session to help students from low income families to enrol for studies at UMS."



Yeo (fourth from left) presenting the certificate to Mohamad at the ceremony yesterday.